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RIGHTS OF PEOPLE WITH DISABILITIES

EGYPT

*SUMMARY*

The 1975 law No. 39 **Rehabilitation of Disabled Persons** (“Act”) governs the rights of persons with disabilities. It is designed to assist the disabled to earn one’s livelihood through government sponsored training, employment quotas, and job protection. The law seems in the nature of **affirmative action**. It does not provide individual right against discrimination.

**Scope of Coverage.**

The Act is limited in scope. It applies to all public employers and private employers with more than 50 employees. The provisions govern:

- Rehabilitation programs and assistance;
- Mandatory participation or loss of social security payments;
- Special vocational and other training;
- 5%-Quota in public and private employment;
- Government-maintained roster of vacant suitable positions;
- Enforcement and penalties for violation.

**Legislative Objective.**

The main objective is to set a framework for rehabilitation of persons with disabilities and their integration into the work force. The Act defines “disabled” as a person unable to assume or maintain a job on her/his own ability due to muscular, mental, or sensational weakness, since birth or subsequently obtained. The definition is one of few relying on functional ability.

**Public Policy Implementation**

Minister of Social Affairs is responsible for:

- Establishing necessary educational and training institutions;
- Monitoring mandatory enrollment in rehabilitation programs;
- Maintaining roster of rehabilitated persons in the Employment Office;
- Maintaining roster of suitable positions;

**Enforcement and Remedies.**

Unjustified denial of employment carries a penalty of a fine of 100 Egyptian Pounds or imprisonment. In the event the disabled person is denied proper pay, he/she may seek an order for garnishment against the employer.